

RC 10 NEWSLETTER

Participation, Organizational Democracy and Self-Management

ISA – International Sociological Association, Research Committee 10

AIS – Association Internationale de Sociologie, Comité de recherche 10

AIS – Asociación Internacional de Sociología, Comité de Investigación 10

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RC 10 Newsletter Editor – Francesco Garibaldo
Fondazione Istituto per il Lavoro
Via Marconi, 8, 40122, Bologna, Italy
Tel: +39 051 6564211 Fax: +39 051 6565425
E-mail: f.garibaldo@ipielle.emr.it

Manuscripts: Please try to send only electronic versions by disk or email to the above address.

Membership: All corrections with regard to membership and members addresses should be sent to the treasurer, Litsa Nicolaou Smokoviti, Greece (see address below).

The RC10 Officers

Research Committee 10 “Participation, Organizational Democracy and Self-Management ” of the International Sociological Association

President

Michal Palgi
Emek Yezreel College,
Emek Yezreel 19300,
ISRAEL.
Tel: +972 6 6488710;
Fax: +972 4 8240409;
palgi@yvc.ac.il

Vice President

Dasarath Chetty
School of Social Sciences
University of Durban Westville
SOUTH AFRICA.
Tel: +27 31 2045027
Fax: +27 31 2621873
dchetty@pixie.udw.ac.za

Treasurer

Litsa Nicolaou Smokoviti
43, Marathonodromou Ave.;
Psychiko,
15452 Athens,
GREECE.
Tel. +30 1 6713902;
Fax: +30 1 6719697;
spiros@unipi.gr

Secretary

Heinz Suenker
Bergische Universität
Gesamthochschule;
Postfach 100127,
Wuppertal,
GERMANY
Tel: + 202 4392295;
Fax: + 202 4393943;
suenker@uni-wuppertal.de

Deputy Secretary

Volkmar Kreissig
Pr-t Gazety Pravda, 11, Minsk,
220116 BELARUS
Tel: + 375 172722092;
Fax: +375 172703995;
volkmar@ibb.com.by

Board Members

Azril Bacal Azril.bacal.fou@mail.soc.uu.se
Jacques Belanger
jacques.belanger@rlt.ulaval.ca
Shashi.L Hiremath shhiremath@rediffmail.com
Richard Ruzicka Richard.Ruzicka@ff.cuni.cz
Bruce Wilson bruce.wilson@rmit.edu.au

Alternates

Isabel Da Costa Isabel.dacosta@mail.enpc.fr
Walter Frantz wfrantz@unijui.tche.br
Francesco Garibaldo f.garibaldo@ipielle.emr.it
Bill Harley b.harley@ecomfac.unimelb.edu.au
Eun-Jin Lee ejlee@kyungnam.ac.kr
Johann Maree maree@humanities.uct.ac.za
Manfred Moldasch
Manfred.Moldaschl@soziologie.wiso.tu-muenchen.de
Julia Rozanova jrozanova@mail.ru
Debi S. Saini debisaini@hotmail.com
Hedva Serfati hsarfati@iprolink.ch

RC10 Past Presidents

Ake Sandberg ake.sandberg@niwl.se
Alain Chouraqui chouraq@univ-aix.fr
Gyoergy Szell gszell@uni-osnabrueck.de
Raymond Russell raymond.russell@ucr.edu

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RC-10 members have the right to: Participate in Board elections; Propose themselves or others for Board membership; Participate and vote in business meetings of the RC-10; Participate in all other activities of the RC-10, and Receive the RC-10 Newsletter.

Membership fees are ? 40 for each four-year period. Members from low income, or soft currency countries, as well as students, may pay a reduced fee of ? 20. The fee for lifetime membership is ? 120. Membership fees can be paid during registration at one of the RC10 conferences, or by mailing a check or money order to **Litsa Nicolaou Smokoviti** at the address shown above. The check or money order, in euros, should be made out to the order of **Litsa Nicolaou Smokoviti – RC10**

Editor's Note

This is the second issues of the newsletter under my operative responsibility; thanks to the president's suggestions and the reactions by some of the readers, it looks better organised but I am waiting for your comments to make it better and better.

I would like very much if you can let me know as soon as possible all relevant information useful for the newsletter; this can be very helpful for me. I am very indebted with Claudia Maestralli who helped me in editing the newsletter.

Francesco Garibaldo

A Letter From the Chair

This is the second newsletter that comes out during my presidency, and I am pleased to say that the cooperation with Francesco Garibaldo in producing it is very fruitful. During the last half year I have been trying to learn the politics surrounding my role. I think that now I understand things a bit better, but am very pleased whenever members send me comments and suggestions. As a result of such comments I have decided that from now on, "the letter from the chair" in the newsletter will not be translated into French and Spanish. This is because we have no funds for professional translators and our own abilities in this field are rather poor. If you think this is a wrong decision please let me know.

I am please to let you know that after negotiations, at its annual meeting held on April 7, 2003, the Research Coordinating Committee of ISA has approved our requested change of name from the Research Committee 10 "Participation and Self-management" to "Participation, Organizational Democracy and Self-management". I believe some of you were not even aware that the change of name was not official yet.

Three meetings are planned in collaboration with RC10 during 2004. The first is a workshop on "Participation and Education in Globalising World" in collaboration with RC4 to be held in Prague. The second, where we might have a session or two of RC10 is the 22nd Annual International Labor Process conference – this is still under negotiations and we will let you know if this is possible. Also our part in the International Association for the Economics of Participation, 2004 conference is still to be negotiated. On this topic I have a request. From what I see members of RC10 initialize, coordinate sessions and participate in many conferences but we, as RC10, are not represented there. I think that it would empower our committee if members would try to have also our RC involved. If any action on my side is required I will gladly cooperate.

This newsletter contains a report from two RC10 members from Eastern Europe. They invoke many thoughts about the effect of social change on participation, democracy, equality and other issues that are of concern to our RC. If any of you wants to add to it from your experience or thoughts, we would be very glad.

The next ISA World Congress will take place in South Africa in 2006. At the next board meeting we will discuss the agenda for this conference. So, if any of you has a suggestion of sessions, is read to chair and organize a session, please let me know.

The RC10 website is waiting for your input. You have just to send me an email stating at the subject line "for the website" and I will insert it into the right place. I am hoping to be able to open also a discussion forum in the coming year, but that depends on kindness of our hosts, as the preparation of such a mechanism costs money and requires work.

I hope you all have enjoyable and fruitful vacations and would be glad for your feedback and other input.

Michal Palgi, President, ISA-RC10

Country Report

Trade Unions and Participation: A Bit of the Czech / Central European View

Richard Ruzicka

Charles University in Prague

Czech Republic, Richard.Ruzicka@ff.cuni.cz

The Central-European political, economic etc. changes of the past twelve-thirteen years have been actually structural: They have gradually been done at different levels of social system and showed themselves expressively also as the changes in participation.

In the sphere of housing in the Czech Republic, for instance, the transfer from co-operative ownership into personal property of flats started and served some years as a crucial „safety device“ in prevention of transformational risks caused by a special temporary danger of the combination of immature laws and a thread of misusing the old – contextually much more dysfunctional, pseudoparticipational - patterns of housing co-operativism. And by the way, not ideology but accumulation of the very practical experience (sometimes more than unpleasant) has been the key resource of cultivating new and riper forms of both the ownership and civic participation across all of the society's systemic levels.

But let's have a glance at another case allowing us to suggest the structural character of the mentioned changes: What is the matter we can see well at the contextual development of the Czech trade unions.

It is known that although enormous international differences in the percentages of trade union membership out of the overall workforce exist, a decline in membership numbers is occurring almost everywhere. But also against this background, the development in the post-communist countries appears all the more dramatic. At least for the first view.

After ten years of transformation, less than a quarter of the original membership remained in the unions: by 2000 only 22% of the economically active population were trade union members. According to research carried out a year before, 41.5% of the total numbers of Czech industrial workers are the members: in the metalworking industry, 46% of employees are organised; the automobile industry has only 19.5% of trade unionists among its employees; etc. The change naturally has a lot of chains of events. There is a clear undermining of the age structure of the unions. The growth in numbers of young members has been extremely slight and remains so, which may, over time, lead to a significant modification of the structure of interests and, for example, strengthen the trend towards union conservatism. However, the opposite must also be taken into account: what will be the consequences for the general membership when changes within the system lead the unions to make fundamental changes in their work style.

Notwithstanding, these in-depth changes probably "only" represent a single historical *revolutionary leap on the path of evolution*, which is normal for European trade unions, although differing widely according to the average level of industrialisation of the country and regional political traditions. Other developmental indications are far more favourable. For example, *the level of public faith in the unions* over the same period has instead tended to rise – from 28% of people who expressed confidence in the unions in 1991 up to 37% in 2000. The number of those recognising *the positive influence of the unions on social development* is almost the same – around 43% of people admit to this type of influence. Also the number of those who recognise *the direct influence the unions have on the workplace*, has only slightly dropped.

All of the facts referred to above point to a widespread weakening of the formal aspects of trade union participation (i.e. they indicate a movement towards their *authenticity*), but they also show the *restructuring* processes – primarily the transformation of the unions from an organisational form covering *almost all* adult citizens, as was the case during "real-socialism", to a *selective* form. The members of trade unions are to a far greater extent becoming the representatives of only certain socioprofessional segments of society; the other gradually tend to take the trade unions as a casual instrument of representation of their interests within the system of representative democracy.

The sharp difference between the level of faith in the unions held by the population (i.e. 37%) and the level to which they are convinced of the usefulness of the unions (64%) not only confirms this, but also shows people's ability to distinguish between their personal attitude towards certain forms of participation, and their awareness of the general applicability of these within the system. There is for instance the evidence that a continuous slight fall in the influence played by the unions *in the workplace* may coincide with an increase in those parts of its influence which gain ground in the *public opinion*.

It is also a possible part of the influence oriented to a particular firm – and then a possible part of the trade unions' social role as a well-functioning component of representative *organisational* democracy.

Of course, there are a number of significant – and interesting – qualitative differences rooted in between the state and firm levels of the tripartite system: I have in mind for instance a process of quality differentiation of the trade union work at the level of both economic branches and TU associations.

There are around twice as many people in the Czech metalworking industry – compared with other industrial sectors – who regard their trade unions as being active and truly supporting the interests of the workers (in 1999). And there are also only half the percentage of those who assess the approach of the unions as purely formal. In the electrical engineering sector, the unions are more often totally absent. But when they do appear, they are often more accommodating towards the management, while at the same time closer links between employees and management represent the norm: this means that employees who are union members and officials in this sector are also closer to their employers (than elsewhere). Etc.

The last aspect of structural context of the trade unions' life I would like to mention is the transformational specialty of background of the activists' agency.

Generally, a readiness for political activity (which basically means a readiness *to work as an activist or official*) is only expressed by a small number of citizens. At the end of 2001, only 6.5% of Czech industrial workers admitted they had any kind of desire to enter politics. In this respect there are not large amounts of "human resources" available to work as trade union officials.

It is part of the nature of the *unions*, that a major part of their membership is to be found on the *left side of the political spectrum*. Most trade unionists claim social democratic orientation (almost 44%), over 20% are liberals and socialists, 11% are to be found amongst the conservatives, and 4% of members of Czech trade unions are communist oriented. The proportions are "slightly" different among the trade union *officials*: In terms of the officials – both working and free professionals – the *spectrum* of these orientations is already extremely weakened on its right side, which benefits the social democratic and communist viewpoint.

The union system of representative democracy (not only in the Czech Republic) is not, nor can it be, an "arithmetical representation" of member interests and preferences. The overall range of participation options (i.e. in satisfactory work, management etc.), including those, which the individual assumes *he has himself*, plays also some role in this. We know, for example, that major differences exist between these groups regarding how they view their personal chances of finding job opportunities.

The correlation is unambiguous: right-wingers show fewer existential fears and people of this orientation are also less likely to move into non-professional forms of participation, including the trade unions. Age has almost no affect on these differences: it is only among the liberals that we more often find younger people.

But even these last-mentioned differences are not so large as to mean that a functional *chasm* exists between the left and right wings of the unions. It is evidently not a disclaimer of a considerable *functional universality* in the unions.

The political, economic and technological changes of the past twelve-thirteen years have not led to any fundamental weakening of the *position* of the Czech trade unions as the main form of collective representation of employees' interests. This is despite the fact that the unions themselves, as well as the broader contexts of their role within the society, have undergone substantial changes. It is however important to add that this statement of the stability of the unions cannot be taken as the main conclusion of analysis. From the point of view of the future of the unions, and primarily from the point of view of the democratic system as a whole, it is far more important to comprehend the logic behind the *structural* changes and processes, which most probably derive from a form of specific mutual support for the maintenance of *the trade union model of participation*, with certain qualitative modifications. This theoretical direction naturally requires further analysis and clearly focussed comparative research.

Transition, Restoration of Capitalism or Post-Capitalist Alternative

Vera Vratusa

Faculty of philosophy,
Belgrade

The process of change of social relations in former countries of “real socialism” the most often is identified with the fashionable expression “transition” in the mainstream scientific journals and mass media since the Berlin wall fall. The authors that use this label understand by it the process of passing from the plan-regulated economy and the unique party political rule, to the market regulated economy and the multiparty system of representative democracy and minimal government regulation. Usually these authors value this process as an unavoidable, irreversible and progressive modernization course. For them, private property and market are basic and universal institutions of human society and the condition of individual freedom, while collective property presents according to them regression to the model of despotic “Asiatic” societies. Propagators of privatization draw their theoretical inspiration and the aura of scientific legitimization from the works of authors like F. A. Von Hayek (for example, *Freedom and the Economic System*, published from 1939 to 1940 in Public Policy Pamphlets and *The road to Serfdom*, 1944).

Representatives of transnational corporations in international organizations like World Bank and International Monetary Fund insist on privatization as an essential part of “structural adjustment programs”. Structural adjustment programs are imposed to governments of countries that took cheap credits from these organizations in the 1970’s, when they were recycling abundant “petro dollars”. Privatization, together with elimination of government subsidies and protective tariffs are imposed to these governments as condition for getting new credits, in the circumstances of stagflation and sharply increased interest rates at the beginning of the 1980’s. Part of local governments’ privatization teams willingly help transnational corporations to take over control of entire indebted national economies. They make possible to buy at very low prices the best local enterprises, infrastructure and national wealth in general that were created by generations of workers, with little or now obligations toward the fired workers and those still employed. For this compradore-mediating role these members of local governments receive from transnational corporations a percentage of the tender or auction value of the transaction they made possible on their private accounts in foreign banks. To diminish resistance of the remaining population to the worsening living standard and loss of union and social security rights, ideologists of neo liberal reforms promise that after years of “monetary austerity” and patient acquiescence with “inevitable sacrifices” in order to attract foreign capital, the prosperity would follow.

There are however less publicized authors who are critical of the mainstream neo liberal enthusiasm for the privatization of state and other forms of collective property. They stress that the profit seeking commercialization of all spheres of social activity, including social security, medical care, education and water distribution, leads to more expensive and therefore less accessible services and to enrichment of a narrow layer of new monopolists. Negative consequences include increase in exploitation, unemployment, poverty and the despotic manipulation of the parliamentary elections in the interest of the wealthy few, not only in former real socialist countries but also in former welfare state capitalist countries. They therefore argue that the expressions like primitive or robbery capital accumulation restoration or counterrevolution better convey the social content of the social relations’ restructuration processes especially since 1980’s than the seemingly neutral term “transition”.

Critics of neo liberal capitalist restoration uphold the age-old ideals of universal justice, freedom, equity, solidarity and the respect of the uniqueness of each individual. These ideals should be realized according to them through direct action of creating the infrastructures of participation of all concerned in the solidier economy and direct democracy decision making. Such decentralization of power would enable people to reclaim the control of their own existence from both the state bureaucracy and corporate technocracy. More details on one of these alternative sustainable social development path-seeking groups can be found at <http://eurodusnie.nl>.

Who ever aims at rethinking the strategy and tactics of the realization of the age-old ideal of equitable satisfaction of human needs of each individual in XXI century, should also reexamine what caused the failure of social revolution so far. What triggered of the process of the restoration of the classical

capitalist relations of production in the XX century, including direct colonial occupation? Study of internal and external conditions of capitalist restoration is needed as the theoretical help during the new attempts at revolutionary overcoming of the dominantly capitalist social relations, to avoid falling into the new counterrevolutionary restoration.

Propagators of the alternative social development strategy in the sense of overcoming of socially structured obstacles to the free, equal and solidier development of the human potential of every individual should first wrestle with several most complex problems. One of them is the intrinsic contradictions of both exclusively market and plan mechanisms of social relations' regulation, and related problem of all attempts so far to combine them. Different consequences follow namely from two possible courses of action. The first is the acceptance of some elements of market allocation of scarce resources as the tactic measure to avoid stagnation tendencies of centralized bureaucratic allocation of resources in present constellation of social forces. The second is the endorsement of privatization as the strategic long-term orientation of the ownership relations' transformation.

Only the first mentioned policy tactics and strategy could at least theoretically preserve the long-term goal of abolition of class division of labor on the commanding and executing one. Private property is only the legal expression of this division that always reproduces alienated and alienating relations of more or less modernized slavery in the form of exploitation of hired labor. The reformist version of this policy attempts at least to establish collective forms of ownership of the means of reproduction in the sector of natural monopolies and public services sector. The idea is that these big systems should belong to the entire community whose members should participate in their management, as a corrective to the increased inequality, the weakening of the solidarity and growth of egotism that incites privatization of remaining parts of the economy.

The second possibility limits the action-oriented policy to the attempts to reduce and eliminate criminal privatization practices and to implement in social terms the least costly form of privatization. It is without any doubt urgent task to stop the forced privatization of all forms of collective ownership at rock bottom prices. Such privatization in Serbia is even contrary to still valid Constitution that defends social property, specific ownership legal regime without titular. Social property is namely defined by the absence of legal right of any individual or group to *abusus*, that is to making the decision about the selling and on the use of the earnings of the selling. In order to impose such illegal privatization transnational corporate and financial capital used all means at its disposal. They included inciting local separatist and terrorist movements, bombing with depleted uranium coated shells, buying elections and bribing local government officials ready to mediate in the (neo) colonial pillage of their country. The very ground below the feet of dispossessed citizens is literally grabbed, their work organizations are driven to bankruptcy and put on the list for tender or auction sellout. Devastating consequences include biological threat to survival of the most vulnerable parts of the population – shortened life expectancy, higher ailment, mortality and suicide rates and percentage of the population under poverty line.

It must always be kept in mind that all forms of privatization, including the massive distribution of shares to wide layers of population, perpetuate the basic capital relationship. Private property narrowly defines the appropriation of natural and created resources for the satisfaction of human needs, as the exclusive legal right of the private owner to their physical possession, including the right to destroy these resources. Intrinsic tendency of private property of the basic means of reproduction, is their concentration and centralization. Presently half of the world's income is at the disposal of less than 500 controlling package owners of major transnational corporations and financial institutions. The small share holders and the great majority of those without any shares are reduced to the status of the merchandise exposed to the economic cycles on the labor market, unemployment, exploitation and repression.

Important difficulty of the realization of the alternative post-capitalist strategy in former real socialist countries and former welfare state capitalist countries is the fact that the counterrevolutionary process of restorations of capital relations began practically simultaneously with the 1917 October social revolution. In former Yugoslavia after World War II, optimal equilibrium between market oriented self managing councils in production and service organizations, on the one hand, and indicative coordinating planning of long term investments into the infrastructure and social services by consumers within self-managing commune councils on the other, was never fully realized. Tendency toward the restoration of the bourgeois exploitation interest of both bureaucratic centralism on the federal level, as well as of economic

particularization on the level of federal administrative units all the way to the municipal level and to the particular production or service basic organization of associated labor, became obvious very early.

It must be also kept in mind that the laws, sometimes unconstitutional as in the case of former Yugoslavia, enabling the transformation of different forms of collective property into the private property were enacted by ruling communist, socialist or worker's parties. This was contrary to the program and the very name of these parties that suggested their orientation toward the construction of society with predominantly collective form of ownership relations. The main agents of the demand for privatization in former real socialist countries were the most entrepreneurial parts of the technocratic fraction of the collective owner class organized into the ruling party. They saw in the privatization the more safe form of the reproduction in the privileged positions in social division of labor, than it was previously nomination to ruling positions by the top officials of the bureaucratic fraction of this class. Another words one part of the real socialist nomenclature transformed its collective political and economic power into private economic and indirectly political power.

If the above explanation of counterrevolutionary transformation is true, one key political and organizational question poses itself for the direct action against still counter constitutional and illegitimate restoration of the most violent forms of the primitive capital accumulation. Who would be social and political forces that would have moral credibility to mobilize population in the fight for the maintenance and further development of different forms of collective property, through self-managing occupation of production, financial and service organizations and infrastructure systems?

Answers to these questions should be found as soon as possible, with the conscience that wider context in which privatization takes place is marked by acute systemic crisis of capital accumulation on the world level. Extremely unequal division of socially reproduced wealth in global proportions causes this crisis. Oligopoly big corporate and financial capital as always so far in similar conditions, attempts to overcome this crisis through war destruction of supposedly surplus population and capital that can not be employed and sold with profit. Attempts to overcome this crisis in former real socialist and welfare state capitalist countries through the completion of restoration of the very capital relationships which inherently produce cyclical system crises, can not therefore bring the proclaimed more effective entrepreneurship and sustainable development. On the contrary, this restoration can only bring about the expansion of negative tendencies. The most dangerous are further violent lowering of the value of the work force, pollution of the environment and militarized totalitarian stifling of democratic forms of participation of citizens in the making of strategic decisions on the reproduction of their own life.

Report from RC10 Events

SASE Conference (Society for the Advancement of Socio-Economics)

organized by LEST (Institute of Labour Economics and Industrial Sociology), Aix-en-Provence,
June 26-29, 2003.

Title of the SASE/RC10 sessions:

Participation directe et représentative : entre démocratie et efficacité.

Direct and representative participation : democracy versus efficiency

Co-ordinator: Alain Chouraqui (CNRS/LEST)

Seven papers were accepted in these French speaking sessions:

Guy Groux (CEVIPOP-FNSP, Paris) :

Démocratie sociale, démocratie imparfaite.

Rebecca Gumbrell-McCormick (Univ London) :

Le mouvement syndical international et la démocratisation de l'économie.

Alain Chouraqui (CNRS/LEST, Aix-en-Provence) :

La régulation participative comme condition de l'efficacité de la participation directe.

Quelques résultats de l'enquête européenne EPOC

Diane-Gabrielle Tremblay (Tele-Univ Quebec) :

Nouvelles formes de participation dans l'Economie de la Connaissance. Les défis socio-organisationnels du travail en équipes et de la participation.

Henri Pinaud (CNRS, Laboratoire G. Friedmann, Bourg-la Reine) :

Le rôle des salariés et de leurs représentants dans le processus de RTT.

Solveig Grimault (CRISTO, Grenoble) :

La participation dans le cadre d'une instance de représentation: La contribution à l'actualisation de la gestion sociale dans une entreprise du secteur du transport aérien

Robert Tchobanian (LEST CNRS, Aix-en-Provence) :

La décentralisation de la négociation collective en France : une mise en tension des règles de représentativité?

Time was sufficient for serious discussions. The focus was on the regulation of participation and organizational democracy, with two main topics :

- the role of formal provisions in negotiations, agreements and laws (the impact of which sometimes overestimated by institutional actors), versus the role of social, cultural, ideological backgrounds and learning processes of autonomy ;
- some results of the EPOC project and of a Canadian survey showing that the more involved are the employees' representatives in the introduction and regulation of the participation systems, the more improved are the quality of direct participation and its economic efficiency.

Most papers should be published in a special issue of a Canadian Review

(A. Chouraqui and D-G. Tremblay coord).

Call for Papers RC10 Events

The Prague seminar 2004 “Participation and Education in Globalising World”

A joint event of the RC 10 and RC 04 of ISA – end of June or beginning of July, 2004

The basic framework of the seminar **topics** are naturally „prescribed“ by the main orientations of the RC’s and expressed in the main title (ie general questions of mutual relations between participation and education; restructuring of education / participation in contemporary globalisation – with the special stress on the coming enlargement of the EU: empirical and theoretical reviews; the teacher as an actor in education and participation / in self-education and self-management; the university and school systems in between the state (public) and private spheres; life-long learning and business education; the related topics of the day: GATS, etc.). Additional topics are welcome.

The seminar will be also an opportunity for business meetings of the RC’s and so on.
Language: English (with the chance to have 1-2 session/s/-topic/s/ in Spanish or French, for example; totally 6-7 topics/sessions).

For further information please contact:

Richard Ruzicka
Charles University in Prague - Philosophical Faculty
Department of Sociology
Celetna 20
116 42 Prague 1
Czech Republic
E-mail: Richard.Ruzicka@ff.cuni.cz

IAFEP 2004
Mending the Global Economy: A Role for Economic Participation

(The collaboration with RC10 is now under negotiation)

Halifax, July 8-10, 2004
Saint Mary's University, Sobey Building

Background

The main function of the International Association for the Economics of Participation is to explore the economics of participation, including labour-managed firms, cooperatives and other forms of labour participation in finance and decision-making. Typical topics that members work on include employee ownership, cooperatives, labor and management decision-making, co-determination, profit-sharing, non-profit organizations, and economic democracy. The bi-annual IAFEP conferences provide an international forum for the presentation and debate of current research and scholarship on the economics of participation.

Scope of the Conference

The theme of the 2004 conference is the role that different forms of economic participation play in the global environment, and the impact of corporate globalization on the evolution of cooperative sectors around the globe. The conference program will include studies that discuss the importance of participatory forms of organization for developing countries, including the transition economies.

The major topics are:

- How can economic participation improve globalization outcomes?
- Globalization and cooperatives - problems and solutions
- Economic development and cooperatives
- Theory and practice of development participation
- What has been the impact of globalization on economic participation
- The future of economic democracy in the global economy

As in the past conferences of the IAFEP, presentations in the following areas are also welcome:

- Worker participation
- Self-management, labour-managed firms
- Co-determination
- Employee ownership
- Economic and industrial democracy
- Worker cooperatives
- Profit sharing

Abstracts submissions deadline

Proposals for papers to be presented at the conference should be sent electronically in the form of an abstract of up to 400 words. The deadline for receipt of the abstracts is ***October 1, 2003*** for funding consideration, (***January 15, 2004*** otherwise). Authors will be notified of the acceptance of their papers as soon as possible. Abstracts should be sent electronically to: IAFEP@smu.ca

Call for Papers Other Events

International Industrial Relations Association 13th Congress Berlin/Germany,
8-12 September 2003 www.fu-berlin.de/IIRA2003

Special Sessions: International Network Regional & Local development of Work & Labour (RLDWL) <www.ipielle.emr.it>

Friday, September 12, 2003:

DRAFT PROGRAMME

Co-ordinators:

György Széll, University of Osnabrück, Germany, gszell@uos.de

Gian Primo Cella, University of Milano, Italy, gianprimo.cella@unimi.it

9.00-11.00 hours

Session 1 "Transnational co-operation for social regulation"

Chair: György Széll, Gian Primo Cella

Invited speakers:

Reiner Hoffmann, Director European Trade Union Institute, Brussels, Belgium rhoffman@ETUC.ORG

Thoralf U. Qvale, WRI, Norway, tq@afi-wri.no

Xiangquan Zeng, Renmin University, China, zengxiangquan@sina.com

Csaba Makó, Academy of Sciences, Hungary mako@ntt.hu

Youssef Alouane, President University of Tunis, Tunisia, famille.alouane@planet.tn

Russell Farnen, University of Connecticut, USA Russell.Farnen@uconn.edu

Dimitrina Dimitrova, ILO Budapest, Hungary, dimitrova@ilo.org

Nikolai Genov, Free University Berlin, Germany, genov@zedat.fu-berlin.de

Lee Changwon, Korea Labour Institute (to be confirmed)

11.15 -13.15 hours

Session 2 "Presentation of the results of the RLDWL-Europe Conference, Bologna, 19-21 June 2003 and presentation of the 4th Congress 'Transnational co-operation on social regulation'"

Chair: Francesco Garibaldi, Institute for Labour, Bologna, Italy, f.garibaldi@ipielle.emr.it

Dasarath Chetty, University of Durban-Westville, South Africa, tdchetty@pixie.udw.ac.za

Invited speakers:

Otto Jacobi, Laboratorium Europa, Germany, Otto.Jacobi@t-online.de

György Széll, University of Osnabrück, Germany, gszell@uos.de

Gian Primo Cella, University of Milan, Italy gianprimo.cella@unimi.it

Dan Swinney, Center for Labour and Community Research, USA, dswinney@igc.org

Martina Klein, Hans Böckler Foundation, Martina-Klein@boeckler.de

Volker Telljohann, Institute for Labour, Bologna, Italy, v.telljohann@ipielle.emr.it

Kevin O'Kelly, University of Limerick, okellykp@eircom.net

Max Ogden, University of Melbourne, Australia, mogden@clyde.its.unimelb.edu.au

Elda Guerra, Associazione Orlando, Italy,

IVth RLDWL Congress
Transnational co-operation on social regulation

University of Durban Westville, South Africa

25-29 February 2004

Possible structure of the Congress:

First day	10.00 - 18.00	Pan-African Congress (Dasarath Chetty) Opening of the IV th RLDWL Congress (speech by Francesco Garibaldo and ceremony)
Second day	10.00 - 18.00	Presentation of the workshops Parallel workshops
Third day	10.00 – 17.00	Preparation of workshop reports Closing session: Presentation of workshop reports/discussion, conclusions Chair: György Széll & Gian Primo Cella
	17.00 – 19.00	RLDWL business meeting Chair: György Széll & Gian Primo Cella
Weekend		Cultural programme

Workshop themes and chairmen:

Workshop 1 (Otto Jacobi Otto.Jacobi@t-online.de)

EU and Africa: which kind of co-operation. Profiles of concrete fields of action

Workshop 2 (György Széll gszell@uni-osnabrueck.de)

Regional economic and social areas and the social regulation of work – which future?

Workshop 3 (Gian Primo Cella gianprimo.cella@unimi.it/Rainer Zoll zell@uni-bremen.de)

The social regulation of work in an interdependent world: the role of international institutions and the action of trade unions

Workshop 4 (Dan Swinney dswinney@igc.org)

The role of co-operation schemes in the development of regional employment and better work places

Workshop 5 (Volker Telljohann v.telljohann@ipielle.emr.it)

Transnational enterprises and work: which relationships and which patterns of development

Workshop 6 (Kevin O'Kelly okellykp@eircom.net)

International institutions as agents of international co-operation based on social regulation – profiles of experiences in the world

Workshop 7 (Francesco Garibaldo f.garibaldo@ipielle.emr.it /Emilio Rebecchi info@ipielle.emr.it)

The role of action research and methodologies in use

Workshop 8 (Patrizia Violi: violi@dsc.unibo.it, Annamaria Tagliavini atagliav@women.it, Fernanda Minuz fminuz@women.it)

Social regulation of work and the question of gender

Workshop 9 (Max Ogden nmogden@unimelb.edu.au)

Memorial session in honour of Ed-Cohen Rosenthal:

Industrial processes and Eco-sustainability

Information

Professor T.D. Chetty - Director: Corporate Development - University of Durban Westville - Private Bag X54001 Durban 4000 - tdchetty@pixie.udw.ac.za

AMSTERDAM INSTITUTE *University of Amsterdam*
FOR ADVANCED LABOUR STUDIES
(AIAS) (UVA)

22nd Annual International, Labour Process Conference

(RC10 members can send their proposals to Chris Warhurst, chris.warhurst@strath.ac.uk)

5-7 April 2004

THE CONFERENCE

The International Labour Process Conference is one of the leading international conferences on work and employment. It brings together academics and policy makers from the sociology of work and employment, labour studies, business and management, human resources management, industrial relations, organisation studies and a range of other disciplines. In 2004 the International Labour Process Conference moves to Amsterdam for the first time. The conference will be organised by the Amsterdam Institute for Advanced Labour Studies of the University of Amsterdam (AIAS/UvA).

THE THEMES

The conference organisation welcomes papers on a range of issues and developments such as:

- The restructuring of work Employee participation and involvement
- Skills and knowledge Trade union strategies and organising
- Gender, ethnicity and class at work Resistance and misbehaviour
- The nature and impact of information technology
- Power and inequality in labour markets
- Changing forms of employment relations Public and voluntary sector work
- Power, control and culture in organisations

Papers on the IT sector and on surveying workplace industrial relations and quality of working life are particularly welcome this year.

THE PAPERS

While the conference encourages a wide range of issues, perspectives and methodologies, preference is given to papers that promote a critical understanding of workplace relations, integrate empirical material with theoretical argument, and make a contribution to the development of labour process analysis. Papers must not have been previously published or presented elsewhere. Prospective contributors are asked to send an abstract (appr. 750 words) of their paper to the conference organisers by 30th October 2003. Decisions on acceptance will be given, following independent external refereeing, by 1 December. Selections of conference papers appear in edited collections, 16 books have been published to date. The book series is now with Palgrave. Recent volumes include Customer Service (2001), Managing Knowledge (2000) and Workplaces of the Future (1998).

SEE THE AIAS WEBSITE FOR MORE DETAILS ON SUBMISSION

WWW.UVA-AIAS.NET

**International conference
INNOVATING HRM?**

Dates: 7th and 8th November 2003

Organised by

**Department of HRM - School of Business, Public Administration and Technology
University of Twente**
on behalf of the **Dutch HRM Network**,

in association with:

Prof. Wout Buitelaar (University of Amsterdam); Prof. Fred Huijgen (University of Nijmegen); Prof. Paul Jansen (Free University of Amsterdam); Prof. Jan Kees Looise (University of Twente); Prof. Eric Molleman (University of Groningen); Prof. Willem de Nijs (University of Nijmegen); Prof. Jaap Paauwe (Erasmus University Rotterdam); Prof. Karin Sanders (University of Tilburg)

Venue: University of Twente - Enschede, The Netherlands

Introduction

Following the success of its first two international conferences, "*Human Resource Management: confronting theory and reality*" (Erasmus University Rotterdam, 1999) and "*Organisational Renewal: challenging human resource management*" (University of Nijmegen, 2001), the Dutch HRM Network is planning its third international conference at the University of Twente in Enschede on Friday 7th and Saturday 8th November 2003.

The title of this conference is to be "*Innovating HRM?*"

Since the first appearance of the concept of Human Resource Management at the beginning of the 1980s, it has gradually become the dominant view on the management of employment relationships, not only in theory but also in practice. However, recently, both academics and practitioners have begun to pose questions such as: "HRM, what's next?" and "Is the present approach to HRM still adequate?" It is clear that important changes have taken place in organisations since the first concepts and approaches regarding HRM appeared. Virtual and network organisations, declining economies, an enormous variety in employment contracts (loose - tight), the tension between exploration/learning and exploitation, increased cultural diversity with more international settings, the rise of E-HRM, and HRM outsourcing, all now require consideration. The purpose of this conference is to discuss whether the traditional concepts of HRM indeed have become outdated and need to be updated, or even replaced by new ones. The conference will be organised around nine themes that reflect important contemporary debates in HRM innovation. All the papers submitted will be subject to a review process.

There will be adequate time for presentations and discussion, both in the parallel and the plenary sessions, ensuring a lively debate among the participants.

During our first two conferences, there was active participation by overseas colleagues, especially from the Anglo Saxon countries. We trust that this will be continued. In recent years we have extended our institutional contacts to sister HRM networks in other European countries, including Germany, Switzerland, and Portugal. We are especially looking forward to welcoming the members of these networks to our conference.

Participation and costs

To ensure adequate time for the discussion of the papers, and the debate on key issues, we are limiting the event to a maximum of about 80 papers. The maximum number of participants will be about 150 ensuring the ability to fully participate in the proceedings.

The conference fee is €275. This includes two lunches, conference dinner, coffee, tea, drinks, and the conference proceedings. For Ph.D. students there is a reduced fee of €225.

Local hotel costs vary from €41 to €98 per night and are **not included** in the conference fee.

Venue and travel

Twente is a very special region in the eastern part of the Netherlands. As one of the oldest industrial areas of the country, it was well known for its textile (in Enschede and Almelo) and metal (in Hengelo) industries. Nowadays, the old industries have been replaced by high tech and service industries. Beyond the urban areas, Twente is famous for its beautiful countryside.

There is a direct train connection every hour from Schiphol/Amsterdam to Hengelo and Enschede (the University of Twente campus is located midway between these two cities). The travel time from Schiphol to the campus is about two hours. Twente can also be easily reached from Germany by train, e.g. via Münster and Osnabrück.

All correspondence should be sent to:

Drs. Nicole Torka, Secretary Dutch HRM Network
Faculty of Business, Public Administration and Technology
P.O. Box 217, 7500 AE Enschede, The Netherlands
Tel.: +31 53 4893487, Fax: +31 53 4892159
Website: <http://hrmnetwerk.utwente.nl>
E-mail: n.torka@sms.utwente.nl

Call for articles

The Journal Interventions économiques wants to put together an issue on participation and teamwork. Papers are due September 15th. See journal website for details. The Journal publishes in French and English although 3 first issues are in French only.

www.telug.quebec.ca/interventionseconomiques

Send paper proposals to : Diane-Gabrielle Tremblay:
dgtrembl@telug.quebec.ca

websites:

www.telug.quebec.ca/chaireecosavoir

www.telug.quebec.ca/chairebell

www.telug.quebec.ca/~dgtrembl

Communication from RC10 members

Leslie Brown* reports from Canada:

Announcement 1:

In late May an international conference "Mapping Co-operative Studies" was held at the University of Victoria, British Columbia, Canada. The conference was sponsored by the British Columbia Institute for Co-operative Studies and by the Research Committee of the International Co-operative Alliance. Some of the papers are posted on the website and more are planned. Several members of RC10 presented papers.

See

<http://web.uvic.ca/bcics/>

Announcement 2:

A conference on "Mending the Global Economy: A Role for Economic Participation" will take place in July, 2004, in Halifax, Nova Scotia, Canada (see the call for papers in the appropriate section). I am interested in organizing a session and encourage others from RC10 to think about doing so too. Halifax is a terrific small scale city and is located in the gorgeous province of Nova Scotia on the Atlantic Coast of Canada. I have several ideas for possible sessions - right now I guess I'd like to see an expression of interest and I would try to tailor the session to fit the people interested in coming. I have particular interest in issues of governance/accountability/transparency/social auditing, and in the contributions of co-operatives to community capacity and local economic democracy. I can be reached at leslie.brown@msvu.ca or at Department of Sociology and Anthropology, Mount Saint Vincent University, Halifax, NS B3M 2J6.

See the conference website at

http://www.stmarys.ca/academic/commerce/economic/IAFEP/IAFEP_HomePage.htm

* former board member of RC10

Books and Articles by RC10 Members

Clustering and Networking in Italy: A Critical Reflection on Emilia-Romagna and Bologna

Francesco Garibaldo, **Clustering and Networking in Italy: A Critical Reflection on Emilia-Romagna and Bologna** in Dietrich Brandt (ed.) *Enterprises and Cooperation Networks for Regional Development* Vol. I in *Navigating Innovations: EU-India Cross-Cultural Experiences*. Series Editor: Karamjit S. Gill and Ashok Jain

Clustering and Networking in Italy: a critical reflection on Emilia-Romagna and Bologna by Francesco Garibaldo, describes the well-known example of successful regional development: the Italian region of Emilia Romagna, with Bologna as its capital town. The chapter talks, firstly, about the successes that have helped this region to become one of the top ten regions in Europe. It continues to discuss the problems and the critical issues that a region whose economy is based upon small and medium enterprises, must face today in a scenario of globalisation. Several theoretical concepts are used to analyse these developments which reflect the wide-spread commitment of different authors to this common cause of concern.

Action Research Toolkit I: The Search Conference

Francesco Garibaldo, **Action Research Toolkit I: The Search Conference** in Dietrich Brandt (ed.) *Enterprises and Cooperation Networks for Regional Development* Vol. I in *Navigating Innovations: EU-India Cross-Cultural Experiences*. Series Editor: Karamjit S. Gill and Ashok Jain

Action Research in Theory and Practice: Indian-European Cross-Cultural Experiences, focuses on concepts, methodologies and examples of *Action Research* utilized and developed further during the EU-India Cross-Cultural Innovation Network. The *first chapter* outlines specifically the participatory interaction between the researchers and the other stakeholders. The *next chapter* demonstrates *action research in practice* at Dudhsagar Dairy in Hehsana, Gujarat, India. The *following chapters* describe two action research methodologies: the *Search Conference*, written by Francesco Garibaldo, and the *Scenario Workshop*. The *final chapter* deals with the issue of *women empowerment* in the context of the *Punjab Dairy Cooperative Movement* supported through these action research methodologies.

The governance of public and non-profit organisations: What do boards do?

Edited by Chris Cornforth, The Open University, UK.

Published by Routledge, October 2002, 272pp, Hb 0-415-25818-9, Price £60/\$95.

Boards play a crucial role in ensuring that public and non-profit organisations are publicly accountable and perform well. Following various failures and scandals they face increasing scrutiny, expectations and pressures. Serious questions have been raised about the ability of boards to govern effectively. These concerns have stimulated renewed interest in organisational governance and a growing literature.

However, much of this literature is prescriptive and has been criticised for underestimating the constraints and conflicting demands that boards face and recommending unrealistic solutions. There have been relatively few detailed empirical studies of what boards do in practice. This book fills that gap by bringing together analyses based upon some of the best recent empirical studies of public and non-profit governance in the UK.

Using a new theoretical framework, that highlights the paradoxical nature of governance, the book throws light on the questions at the heart of recent debates about non-profit boards:

- Are boards publicly accountable or is there a democratic deficit?
- Are boards able to exercise real power, or does management run the show?
- What do boards do? Are they effective stewards of an organisation's resources? Can they play a meaningful role in setting organisational strategy?
- What effect are regulatory and other changes designed to improve board effectiveness having?

The book will be essential reading for academics and students with an interest in the governance and management of public and non-profit organisations. It will also be of value to policy makers and practitioners who wish to gain a deeper understanding of how boards work and what can be done to improve their performance.

Labour Market and Social Protection Reforms in International Perspective: Parallel or converging tracks?

Sarfati, H. and Bonoli, G. (Eds.) (2002), **Labour Market and Social Protection Reforms in International Perspective: Parallel or converging tracks?** Ashgate, Abingdon, 518 pages, hardback (ISBN 0 7546 1926 5) Paperback (ISBN 0 7546 1927 3)¹

This book is the result of a 3-year project directed by Hedva Sarfati², a new alternate member of the RC 10 Board. She is the former Director of ILO Industrial Relations and Labour Administration Department. She now is a consultant to the International Social Security Association, for which she undertook this project on interactions between labour market shifts and social protection reforms. She highlights below some of the project's findings, which will be of interest to RC 10 members and to ISA more generally as the current welfare reforms call into question acquired rights and the survival of the European social model, thus challenging the social actors and their possible role in such reforms.

Policy implications of the Labour Market and Social Protection nexus

An ISSA recent publication

Existing welfare systems are increasingly under attack and risk to become unsustainable as a result of growing pressures from globalization, economic integration, transition to the service economy, the imperatives of drastic reductions in public deficits and debts, slow growth or even recession, the rapid demographic ageing of the population, changing structures of families and the shrinking of the labour force at both ends of the spectrum, to mention but the most obvious risks.

The basic question is: are the welfare systems associated with the European social model sustainable, and if so, how? This concern underpins the study published by the Geneva-based International Social Security Association (ISSA), in the OECD region, on the policy implications of the labour market and social protection nexus, which aims at:

- Better understanding of the success or failure factors of welfare reforms.
- Raising awareness among social and labour policy experts about synergies which transcend their respective spheres. And,
- Encouraging an informed debate among all stakeholders – policy-makers, social actors, academics and civil society.
- The complex relationship between labour markets and welfare systems is a crucial element in the design and implementation of public policies to promote employment and expand social security coverage. Why? Because employment patterns affect people's access to welfare benefits, while the rules determining access of people to benefits influence decisions regarding employment of both employers and workers.

The study pinpoints to the major labour market shifts of the past three decades, which drastically reversed in the 1970s the basic parameters which underpinned the Welfare-State. This was the prevalence of full-time life-long jobs of male breadwinners, with broad income guarantee for them and their dependant families in case of short stints of unemployment. Labour markets have become more precarious, more feminized, in some countries more unequal, and throughout the OECD older, while the traditional composition of families dramatically changed – challenging the viability and broad coverage of the population by existing welfare systems.

A few figures to illustrate these trends: EU unemployment almost trebled over the past 3 decades, rising from 4% in 1970 to 11% in 1994, remaining above 8% by 2002; the incidence of long-term unemployment is double or treble national average across OECD; employment rates in the EU fell from 64.1% in 1970 to 61% by 1994, and still lag behind potential, hitting prime age women, youth and male

¹ There is also a French version: Hedva Sarfati et Giuliano Bonoli (Sous la direction de), *Mutations du marché du travail et protection sociale dans une perspective internationale : voies parallèles ou convergentes ?*, Peter Lang S.A., Editions scientifiques européennes, 2002, XXXIV, 622 pp.

² **Hedva Sarfati** is a political scientist, analyst of comparative employment, social protection and labour relations policies. She is currently a member of the Editorial Board of the quarterly journal *"Industrial Relations"* (University of Laval, Quebec) and of the international editorial board of *"Futuribles"*, the journal of futures studies (Paris). She contributes articles to industrial relations and human resources professional journals. In 1999 she published a book on *"Labour market flexibility and job creation: a challenge for European social dialogue"* (L'Harmattan, Paris - in French). She is a member of the International Industrial Relations Association (IIRA) and the Society of the Advancement of Socio-Economics (SASE). At the ILO, she was Chief Editor of the quarterly *'Social and Labour Bulletin'*, and she headed for ten years the Services activities branch (Salaried Employees and Professional Workers) – covering employment and labour relations in the broad public and private services sectors.

workers aged over 50. “Atypical”, often precarious, jobs increase rapidly to about a third of the working population.

In response, Welfare-States are being reformed, scaled back and modernized, but still fail to get to grips with long-term unemployment, youth unemployment, social exclusion aggravated by inadequate social coverage, and the new phenomenon of the “working poor”.

But not all is gloom.

Appropriate policy responses have succeeded in ensuring high employment rates, high and generalized minimum remuneration and good social protection coverage, while providing stable jobs to part-time workers.

Indeed, ISSA book’s main conclusions are that :

Welfare systems **can adapt**, but this presupposes a comprehensive policy-mix and a broad-based debate among experts, decision-makers and the social actors on options and on the respective roles of the State and other stakeholders, in order to agree on the kind of society in which people wish to work and live, and on the corresponding social welfare reform.

Some labour market trends can be reversed – the key factor is the promotion of the employment rates of the population, with the appropriate incentives, policies and changes in attitudes for youth, women and older workers.

The reforms “success stories” maintain high incomes, low unemployment, balanced income distribution and high economic performance and are based on social dialogue and negotiations.

Employment is a means to preserve social cohesion, not an end in itself.

The book covers the OECD region and Central and Eastern Europe. It highlights trends in employment and the labour market over the past three decades, and provides both case studies of successful reforms and difficulties encountered showing the variety of strategies to achieve results. It was written by some 30 social policy and labour market experts and contains 17 chapters – some national, some comparative – plus 8 feature articles on selected items such as the fiscal dimension, the gender dimension, the importance of social dialogue for endorsing difficult but necessary reforms. It also contains abundant data (more than 40 tables and about 30 graphs).

CONTENTS: Chapters: Introduction, *Hedva Sarfati* and *Giuliano Bonoli*; Labour market vs. social protection policies: what linkage?, *Hedva Sarfati*; Different routes to improved employment in Europe, *Jørgen Goul Andersen* with *Jan Bendix Jensen*; Individualization of employment and social protection rights, *Maria Jepsen* and *Danièle Meulders*; The inter-relationship between employment and security standards, *Jacques Freyssinet*; The future of employment: a prospective analysis of France and selected industrialized countries, *Hugues de Jouvenel* and *Alain Parant*; Social protection and labour market outcomes in Australia, *Ray Harbridge* and *Prue Bagley*; Labour market reform in New Zealand, *Ray Harbridge* and *Pat Walsh*; Central and Eastern European countries, *Henri Lourdelle*; The Danish model of ‘Flexicurity’, *Per Kongshøj Madsen*; Adjusting welfare policies to stimulate job entry – the example of the United Kingdom, *Jane Millar*; A critical view of the incentives to help beneficiaries into work in the Netherlands, *Frans Pennings*; Can social protection respond to the challenges of precarious jobs, better access to employment and equitable and universal decent standards of living, *Jean-Michel Belorgey*; Women and atypical working in the United Kingdom: the prospects for positive flexibility, *Peter Cressey*; Older workers and active labour market policy in a full employment economy: the U.S. case, *Peter B. Doeringer*, *Andrew Sum* and *David Terkla*; Is there a future for the trade unions in the social protection reform?, *Henri Lourdelle*; Providing security in a flexible economy: a new challenge for the welfare state, *Robert Salais*; Conclusions: the policy implications of a changing labour market-social protection relationship, *Giuliano Bonoli* and *Hedva Sarfati*. **Feature articles:** Employment stability and flexibility in industrialized countries: the resilience of the long duration employment relationship, *Peter Auer* and *Sandrine Cazes*; Negotiating pension reform with the unions: lessons from the Italian experience, *Lucio Baccaro*; The New Zealand reforms: outcomes and new directions, *Anne de Bruin*; Does the future lie in working longer part-time?, *Gerry Dietvorst*; Gender and social protection reforms, *Jay Ginn*; Pension at risk? demographic ageing, labour market and the funding of retirement, *Roland Sigg*; Taxation and labour market entry, *Adrian Sinfield*; Creating service jobs: lessons from extra-European experiences, *Pascal Ughetto*.

Hedva Sarfati <hsarfati@iprolink.ch>

Street of Dreams-Boulevard of Broken Hearts: Wall Street's First Century

Howard M. Wachtel (Department of Economics, American University,
Washington, D.C.) has published a new book:
Pluto Press, 2003
Howard M. Wachtel
American University
4400 Massachusetts Ave NW
Economics-Roper 200
Washington, DC 20016-8029/ USA
Telephone: 202-885-3799/ FAX: 202-885-3790

Evolving Industrial Relations in Malta

The book *Evolving Industrial Relations in Malta* is a publication of the Workers' Participation Development Centre (WPDC) of the University of Malta, in collaboration with Agenda Publishers. It will be formally launched at a Press Conference being held on Monday 24th February 2003 at 9 am. The press conference will be chaired by The Director of Industrial & Employment Relations, Mr Frank Pullicino.

It will be attended by the 3 authors of the book - Prof. Godfrey Baldacchino, Mr Saviour Rizzo & Prof. Edward L. Zammit - as well as Mr Alex Farrugia on behalf of Agenda Publishers.

The publication is timely: the 320 page text comes in hot pursuit of the coming into force of the long-awaited Employment & Industrial Relations Act (EIRA) barely 7 weeks ago.

The book provides a series of critical articles about the state of industrial relations in Malta. These include reflections about the Pheonicia, Air Malta, Kalaxlokk and Freeport strikes of the 1990s; the state of social partnership; presence of trade unions in the Maltese private sector; the rise and fall of self-management at Malta Drydocks; what trade union members think about their unions; and the impact of European Union 'experts' in the evolution of local industrial relations. The book also includes a full copy of the EIRA; a number of appendices and an index. Mr Frank Pullicino has kindly provided the foreword.

This is the first book on such an important subject since *Industrial Relations in Malta* was written by Joseph Attard in 1984. Copies are available from Agenda Bookshop at Lm6.95.

Alison Borg
Miller Distributors Ltd.
Tel:(356) 21 66 44 88
Fax: (356) 21 67 67 99
e-mail: ab@millermalta.com

Websites of interest

The National Center for Employee Ownership (NCEO), located in Oakland, California:

<http://nceo.org/nceo/whywearehere.html>

The Journal Interventions économiques wants to put together an issue on participation and teamwork. Papers are due September 15 th. see journal website for details. the Journal publishes in French and English although 3 first issues are in French only.
www.telug.quebec.ca/interventionseconomique

Sites on Work-place Democracy, Employee Ownership, Co-operatives or Workers Self-management

Cases:

The Mondragon Experience

http://www.mondragon.mcc.es/ingles/menu_ing.html

Worker Managed Socialism in former Yugoslavia

<http://www.ilisimatusarifk.gl/dan/adm/GW/workerma.htm>

Organizations:

Employee Ownership:

The Esop Association (USA)

<http://www.the-esop-empowner.org/>

Foundation for Enterprise Development (USA)

<http://www.fed.org/>

The National Center for Employee Ownership (USA)

<http://www.nceo.org/>

The Federation of Employed Shareholders (EU)

<http://www.ping.be/fas/>

Co-operatives:

The International Co-operative Alliance

<http://coop.org/>

The UK Co-op Movement

<http://www.co-op.co.uk/>

Byggefagenes Kooperative Landssammenslutning (DK)

<http://www.bkl.dk/>

Trade Unions:

The Danish Confederation of Trade Unions.

(Collective Agreements, Workplace Democracy, the Cooperative Movement....)

<http://www.denmarkemb.org/labor/lab7.htm>

International Academic Associations:

The International Association for the Economics of Participation

<http://ocean.st.usm.edu/~mklndnst>

(The link contains information about the 9th conference of the International Association for the Economics of Participation on "Participation and Change in the Global Economy", scheduled to be held on June 26th to June 28th, 1998 at the University of Bristol, UK).

Research Committee 10 on Participation and Self-management
<http://www.ucm.es/OTROS/isa/rc10.htm>

International Sociological Association
ICA Committee on Co-operative Research (ICACCR)
<http://www.coop.org/ica/ica/sb/research.html>

Interesting Sites:

Employee Ownership in Eastern Europe, Mainly the Baltic Countries.
(Niels Mygind, Copenhagen Business School)
<http://www.econ.cbs.dk/institutes/cees/staff/Mygind.html>

Academic Periodicals:

Annals of Public and Co-operative Economy (Belgium)
<http://www.blackwellpublishers.co.uk/scripts/webjrn1.idc?issn=13704788>

Economic Analysis: Journal of Enterprise and Participation (UK)
<http://www.carfax.co.uk/eca-ad.htm>

Economic and Industrial Democracy: An International Journal (Sweden)
<http://www.sagepub.co.uk/journals/details/j0017.html>

The National Center for Employee Ownership (USA)
<http://www.nceo.org/>

MEMBERSHIP APPLICATION & RENEWAL FORM RC 10

PERIOD 2003 - 2006

International Sociological Association

Research Committee 10: "Participation Organizational Democracy and Self-Management"

Family Name: _____ First Name: _____

Mailing Address: _____

City: _____ Country: _____

Phone: _____ Fax: _____ Email: _____

? I am applying herewith to become a *new* member of RC 10

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Send application form (and cheque) to RC10 treasurer:

Litsa Nicolaou Smokoviti,

43, Marathonodromou Ave.; Psychiko, 15452 Athens, GREECE.

Email: spiros@unipi.gr; Tel. +30 1 6713902; Fax: +30 1 6719697